

**Introduced by Senator Steinberg**

February 22, 2007

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An act to amend ~~Section 1720~~ of Sections 1743, 1771.2, and 1776 of, and to add Section 1726.5 to, the Labor Code, relating to public works.

LEGISLATIVE COUNSEL'S DIGEST

SB 569, as amended, Steinberg. ~~Public works.~~ *works: prevailing wage payments: payroll records.*

~~Existing~~

~~(1) Existing law relating to the payment of prevailing wages, as specified, generally defines a "public work" as construction, alteration, demolition, installation, or repair work that is done under contract and that is paid for, in whole or in part, out of public funds, as defined, and requires the payment of the general prevailing rate of per diem wages to workers employed on public works projects costing over \$1,000, unless the awarding body, as defined, elects to initiate and enforce a labor compliance program, as defined, for every public works project under the authority of that awarding body.~~

~~This bill would make technical, nonsubstantive changes to this general definition of a "public work." require the body awarding a public work contract to report to the Contractor's State License Board the name and license number of each contractor and subcontractor performing the public work and the name, location, and identification number of the public works project for which the contract is awarded, as provided.~~

~~(2) Existing law requires the Labor Commissioner to issue a civil wage and penalty assessment to a contractor or subcontractor or both,~~

*if the Labor Commissioner determines, after investigation, that the contractor or subcontractor violated the laws regulating public works contracts. Existing law provides that the contractor and subcontractor are jointly and severally liable for all amounts due pursuant to a final order or a judgment on that final order, but requires the Labor Commissioner to collect amounts due from the subcontractor before pursuing the claim against the contractor.*

*This bill would specify that the contractor and subcontractor are jointly and severally liable for all amounts due pursuant to a final order or a judgment on that final order in any action initiated by any party to enforce the laws regulating public works contracts, and would delete the provision requiring the Labor Commissioner to collect amounts due from the subcontractor before pursuing the claim against the contractor.*

*(3) Existing law generally requires contractors engaged in public works to pay employees the prevailing wage, as determined by the Director of Industrial Relations, and authorizes a joint labor-management committee established pursuant to a specified provision of federal law to bring an action against any employer who fails to pay prevailing wages as required by state law, not later than 180 days after the filing of a valid notice of completion, as specified, or acceptance of the public work, whichever occurs later, as provided.*

*This bill would instead authorize a joint labor-management committee to bring an action against a contractor or a subcontractor who fails to pay prevailing wages or comply with other specified state law requirements not later than 4 years after the violation occurs. This bill would also require the court to enjoin the violation, to award unpaid wages for distribution to employees, and to award the joint labor-management committee reasonable attorney's fees, costs, and expenses incurred in maintaining the action, as provided, and would grant the court discretion regarding the award of liquidated damages.*

*(4) Existing law requires each contractor and subcontractor on a public works project to keep accurate payroll records containing information regarding his or her employees, including name, address, social security number, and work history, and authorizes, for the purposes of these payroll recordkeeping requirements, the use of printouts of payroll data that are maintained as computer records, if certain conditions are met. Existing law requires that a certified copy of all payroll records be made available to the public upon request made by the public to the awarding body, the Division of Apprenticeship*

*Standards of the Department of Industrial Relations, or the Division of Labor Standards Enforcement, but disallows public access to the records at the principal office of the contractor. Existing law provides for the reimbursement of costs incurred by a contractor, a subcontractor, an awarding body, or one of the specified state entities in preparing the payroll records requested for inspection by the public if certified copies of the payroll records have not been submitted to the awarding body, the Division of Apprenticeship Standards, or the Division of Labor Standards Enforcement.*

*This bill would restructure and renumber the provisions relating to the payroll recordkeeping requirements, would allow the public to request a copy of the payroll records directly from the contractor or subcontractor, and would allow only a contractor or a subcontractor to be reimbursed for the costs of copying the payroll records. This bill would also delete the existing prohibition relating to public access to the payroll records maintained at the principal office of the contractor and would instead specify that existing law may not be construed to require that members of the general public be given access to those records. This bill would also delete the provisions authorizing the use of printouts of payroll data that are maintained as computer records.*

*Vote: majority. Appropriation: no. Fiscal committee: ~~no~~ yes.  
State-mandated local program: no.*

*The people of the State of California do enact as follows:*

- 1     *SECTION 1. Section 1726.5 is added to the Labor Code, to*
- 2     *read:*
- 3     *1726.5. (a) The body awarding a contract for a public work*
- 4     *shall report to the Contractors State License Board the name and*
- 5     *license number of each contractor and subcontractor performing*
- 6     *the public work and the name, location, and identification number*
- 7     *of the public works project for which the contract is awarded.*
- 8     *(b) The information required to be submitted by an awarding*
- 9     *body to the Contractor's State License Board pursuant to*
- 10    *subdivision (a) shall be reported to the board not later than 30*
- 11    *days after the information becomes available to the awarding*
- 12    *body.*
- 13    *(c) The Contractor's State License Board shall include the*
- 14    *information reported to the board by awarding bodies, as required*

1 *by subdivision (a), relating to individual licensed contractors, on*  
2 *the board's Web site.*

3 *SEC. 2. Section 1743 of the Labor Code is amended to read:*

4 1743. (a) (1) The contractor and subcontractor shall be jointly  
5 and severally liable for all amounts due pursuant to a final order  
6 under this chapter or a judgment thereon. ~~The Labor Commissioner~~  
7 ~~shall first exhaust all reasonable remedies to collect the amount~~  
8 ~~due from the subcontractor before pursuing the claim against the~~  
9 ~~contractor in any action to enforce the obligations of this chapter,~~  
10 ~~regardless of the party bringing the action in which the judgment~~  
11 ~~is rendered.~~

12 (2) *For purposes of this section, the terms "contractor" and*  
13 *"subcontractor" mean contractor and subcontractor, as defined*  
14 *in Section 1722.1.*

15 (b) From the amount collected, the wage claim shall be satisfied  
16 prior to the amount being applied to penalties. If insufficient money  
17 is recovered to pay each worker in full, the money shall be prorated  
18 among all workers.

19 (c) Wages for workers who cannot be located shall be placed  
20 in the Industrial Relations Unpaid Wage Fund and held in trust for  
21 the workers pursuant to Section 96.7. Penalties shall be paid into  
22 the General Fund.

23 (d) A final order under this chapter or a judgment thereon shall  
24 be binding, with respect to the amount found to be due, on a  
25 bonding company issuing a bond that secures the payment of wages  
26 and a surety on a bond. The limitations period of any action on a  
27 payment bond shall be tolled pending a final order that is no longer  
28 subject to judicial review.

29 *SEC. 3. Section 1771.2 of the Labor Code is amended to read:*

30 1771.2. (a) A joint labor-management committee established  
31 pursuant to the federal Labor Management Cooperation Act of  
32 1978 (Section 175a of Title 29 of the United States Code) may  
33 bring an action in any court of competent jurisdiction against ~~an~~  
34 ~~employer that fails to pay the prevailing wage to its employees,~~  
35 ~~as required by this article. This action shall be commenced not~~  
36 ~~later than 180 days after the filing of a valid notice of completion~~  
37 ~~in the office of the county recorder in each county in which the~~  
38 ~~public work or some part thereof was performed, or not later than~~  
39 ~~180 days after acceptance of the public work, whichever last occurs~~  
40 *a contractor or a subcontractor who fails to comply with the*

1 *requirements of this chapter, not later than four years after the*  
2 *violation. If the court finds a violation of this chapter, it shall*  
3 *enjoin the violation, award unpaid wages for distribution to*  
4 *employees, and award the joint labor-management committee*  
5 *reasonable attorney's fees, costs, and expenses incurred in*  
6 *maintaining the action.*

7 *(b) For purposes of this section, the provisions of Section 1194.2*  
8 *shall apply.*

9 *(c) This section shall not be construed to limit other available*  
10 *remedies for a violation of this chapter.*

11 *SEC. 4. Section 1776 of the Labor Code is amended to read:*

12 1776. (a) Each contractor and subcontractor shall keep accurate  
13 payroll records, showing the name, address, social security number,  
14 work classification, straight time and overtime hours worked each  
15 day and week, and the actual per diem wages paid to each  
16 journeyman, apprentice, worker, or other employee employed by  
17 him or her in connection with the public work. Each payroll record  
18 shall contain or be verified by a written declaration that it is made  
19 under penalty of perjury, stating both of the following:

20 (1) The information contained in the payroll record is true and  
21 correct.

22 (2) The employer has complied with the requirements of  
23 Sections 1771, 1811, and 1815 for any work performed by his or  
24 her employees on the public works project.

25 (b) (1) The payroll records enumerated under subdivision (a)  
26 shall be certified and shall be available for inspection at all  
27 reasonable hours at the principal office of the contractor on the  
28 following basis:

29 ~~(1)~~

30 (A) A certified copy of an employee's payroll record shall be  
31 made available for inspection or furnished to the employee or his  
32 or her authorized representative on request.

33 ~~(2)~~

34 (B) A certified copy of all payroll records enumerated in  
35 subdivision (a) shall be made available for inspection or furnished  
36 upon request to a representative of the body awarding the contract,  
37 the Division of Labor Standards Enforcement, and the Division  
38 of Apprenticeship Standards of the Department of Industrial  
39 Relations.

40 ~~(3)~~

(C) A certified copy of all payroll records enumerated in subdivision (a) shall be made available upon request by the public for inspection or for copies thereof. ~~However, a request by the public shall be made through either the body awarding the contract, the Division of Apprenticeship Standards, or the Division of Labor Standards Enforcement, or directly to the contractor or subcontractor whose payroll records are requested. If the requested payroll records have not been provided pursuant to paragraph (2),~~ The requesting party shall, prior to being provided the records, reimburse the costs of preparation by the contractor, subcontractors, and the entity through which the request was made. The public ~~may not be given access to the records at the principal office of the contractor~~ contractor's or subcontractor's costs of copying the payroll records.

(2) This section shall not be construed to require a contractor or subcontractor to provide members of the general public access to the records maintained at the principal office of the contractor or subcontractor.

(c) The certified payroll records shall be on forms provided by the Division of Labor Standards Enforcement or shall contain the same information as the forms provided by the division. ~~The payroll records may consist of printouts of payroll data that are maintained as computer records, if the printouts contain the same information as the forms provided by the division and the printouts are verified in the manner specified in subdivision (a).~~

(d) A contractor or subcontractor shall file a certified copy of the records enumerated in subdivision (a) with the entity that requested the records within 10 days after receipt of a written request.

(e) Any copy of records made available for inspection as copies and furnished upon request to the public or any public agency by the awarding body, the Division of Apprenticeship Standards, or the Division of Labor Standards Enforcement shall be marked or obliterated to prevent disclosure of an individual's name, address, and social security number. The name and address of the contractor awarded the contract or the subcontractor performing the contract shall not be marked or obliterated. Any copy of records made available for inspection by, or furnished to, a joint labor-management committee established pursuant to the federal Labor Management Cooperation Act of 1978 (29 U.S.C. Sec. 175a)

1 shall be marked or obliterated only to prevent disclosure of an  
 2 individual's name and social security number. ~~A joint labor~~  
 3 ~~management committee may maintain an action in a court of~~  
 4 ~~competent jurisdiction against an employer who fails to comply~~  
 5 ~~with Section 1774. The court may award restitution to an employee~~  
 6 ~~for unpaid wages and may award the joint labor management~~  
 7 ~~committee reasonable attorney's fees and costs incurred in~~  
 8 ~~maintaining the action. An action under this subdivision may not~~  
 9 ~~be based on the employer's misclassification of the craft of a~~  
 10 ~~worker on its certified payroll records. Nothing in this subdivision~~  
 11 ~~limits any other available remedies for a violation of this chapter.~~

12 (f) The contractor shall inform the body awarding the contract  
 13 of the location of the records enumerated under subdivision (a),  
 14 including the street address, city, and county, and shall, within five  
 15 working days, provide a notice of a change of location and address.

16 (g) The contractor or subcontractor has 10 days in which to  
 17 comply subsequent to receipt of a written notice requesting the  
 18 records enumerated in subdivision (a). In the event that the  
 19 contractor or subcontractor fails to comply within the 10-day  
 20 period, he or she shall, as a penalty to the state or political  
 21 subdivision on whose behalf the contract is made or awarded,  
 22 forfeit twenty-five dollars (\$25) for each calendar day, or portion  
 23 thereof, for each worker, until strict compliance is effectuated.  
 24 Upon the request of the Division of Apprenticeship Standards or  
 25 the Division of Labor Standards Enforcement, these penalties shall  
 26 be withheld from progress payments then due. A contractor is not  
 27 subject to a penalty assessment pursuant to this section due to the  
 28 failure of a subcontractor to comply with this section.

29 (h) The body awarding the contract shall cause to be inserted  
 30 in the contract stipulations to effectuate this section.

31 (i) The director shall adopt rules consistent with the California  
 32 Public Records Act (Chapter 3.5 (commencing with Section 6250)  
 33 of Division 7 of Title 1 of the Government Code) and the  
 34 Information Practices Act of 1977 (Title 1.8 (commencing with  
 35 Section 1798) of Part 4 of Division 3 of the Civil Code) governing  
 36 the release of these records, including the establishment of  
 37 reasonable fees to be charged for reproducing copies of records  
 38 required by this section.

39 *SEC. 5. The provisions of this act are severable, and if any*  
 40 *provision of this act or its application is held invalid, that invalidity*

1 *shall not affect other provisions or applications that can be given*  
2 *effect without the invalid provision or application.*

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**All matter omitted in this version of the bill  
appears in the bill as introduced in the  
Senate, February 22, 2007. (JR11)**